

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF RAISES FOR COLEMAN RELATED MENTAL HEALTH CARE CLASSES
FOR BARGAINING UNIT 19**

**Exclusive Employee Representative
American Federation of State, County, and Municipal Employees**

July 2007

Number of Employees: Affects approximately 2,528 full-time equivalents

Summary

This agreement is in response to the December 15, 2006, Coleman Court Order which provided significant salary increases to California Department of Corrections and Rehabilitation (CDCR) mental health clinicians thereby creating a significant number of vacancies in the Department of Mental Health (DMH), Department of Developmental Services (DDS) and the Department of Veterans Affairs (DVA) due to DMH, DDS and DVA employees seeking employment at the CDCR because of the increased salaries provided by the Coleman decision.

This agreement provides the following:

I. Compensation

- Effective July 1, 2007, DMH Senior Psychologist, Psychologist, Consulting Psychologist, Clinical Social Worker, Rehabilitation Therapist, Senior Occupational Therapist and Occupational Therapists will receive salary increases 5% less than that provided to the CDCR mental health clinicians as outlined in the Coleman Court decision.
- Effective July 1, 2007, DDS and DVA Senior Psychologist, Psychologist, Clinical Social Worker, Senior Occupational Therapist, Occupational Therapist, Rehabilitation Therapist will receive salary increases 5% less than that provided to the CDCR mental health clinicians as outlined in the Coleman Court decision.
- Effective July 1, 2007, DMH, DDS and DVA Behavior Specialist I and Behavior Specialist II will receive 15% and 10% less than that provided to the CDCR unlicensed clinical social workers as outlined in the Coleman Court decision, respectively.

II. Retirement

PERSability for the affected classifications shall be implemented in stages not to exceed three years to reach full PERSability, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.

III. Other

- New monies will go into affect prior to the 3.4% General Salary Increase.
- All anniversary dates for all referenced classifications and departments shall be July 1st.
- All recruitment and retentions shall be rolled into the base salary and eliminated and the new base salary shall be used to determine percentage of salary increase for purposes of PERSability.
- Departmental classification-wide hire-above-minimum (HAM) rates will also be eliminated.